

# 2SLGBTQIA+ Inclusion & Human Rights

## What is 2SLGBTQIA+?

The acronym 2SLGBTQIA+ stands for Two-Spirit, lesbian, gay, bisexual, transgender, queer or questioning, intersex, and asexual. The plus sign represents other sexual and gender identities, such as pansexual, genderqueer, and more. Every human has a gender identity, gender expression, and sexual orientation, but not everyone is treated differently because of them. To create safe and inclusive spaces for 2SLGBTQIA+ community members, it is important to be aware of legal protections and obligations outlined in the NL Human Rights Act.

## What Are Your Human Rights?

Newfoundland and Labrador's *Human Rights Act* protects you from discrimination and harassment based on your personal characteristics. This means you cannot be harassed or discriminated against because of your **sex, sexual orientation, gender identity and/or gender expression** in protected areas including employment, school, while accessing a public service, renting an apartment, and more.

## How to Create 2SLGBTQIA+ Inclusive Environments

We can all do our part to create welcoming environments for 2SLGBTQIA+ folks in our province by using gender inclusive language and affirming other genders and sexualities.

- Refrain from using gendered language such as “sir”, “ma’am”, and “ladies and gentlemen”, and instead use language such as “folks”, “friends”, and “colleagues.” Language matters and this change helps to avoid making assumptions about someone’s gender and misgendering someone.
- Don't assume someone’s gender based on their appearance and respect a person’s pronouns.
- Employers and service providers can make spaces inclusive by allowing space for people to be corrected when they’ve misgendered someone, used incorrect pronouns, or caused harm. Information regarding a person’s former (dead) name and sex markers are private and confidential, and should not be disclosed unless given permission.
- Providing gender neutral washrooms, where possible, and using 2SLGBTQIA+ signage can also be an indicator that a space is welcoming and affirming.
- Listen to the experiences of 2SLGBTQIA+ people around you and dedicate yourself to ongoing learning.

## Community Alliances

- Quadrangle NL - [quadranglenl@gmail.com](mailto:quadranglenl@gmail.com)
- Trans Support NL - [tsnl.umbrella@gmail.com](mailto:tsnl.umbrella@gmail.com)
- Choices For Youth - (709) 754-0446
- End Sexual Violence NL - (709) 747-7757
- YWCA St. John’s - (709) 726-9922
- St. John’s Status of Women Council - (709) 753-0220
- Workers’ Action Network NL - (709) 771-0024

